

**BY AUTHORITY**

ORDINANCE NO. \_\_\_\_\_  
SERIES OF 2022

COUNCIL BILL NO. 22-1575  
COMMITTEE OF REFERENCE:  
Finance & Governance

**A BILL**

**For an ordinance modifying Article II, Chapter 18 of the Revised Municipal Code of Denver by creating a new Division 6 titled “2022 Employee Appreciation Bonus Program” for the purpose of providing a one-time \$600 bonus to be paid to eligible employees in appreciation for their dedication and service in 2022 when staffing shortages impacted departments and agencies across the city, often at the expense of the city’s workforce.**

**NOW, THEREFORE, BE IT ENACTED BY THE COUNCIL OF THE CITY AND COUNTY OF DENVER:**

**Section 1.** That Article II, Division 6 of the Denver Revised Municipal Code shall be newly created to read as follows:

**DIVISION 6. – 2022 EMPLOYEE APPRECIATION BONUS PROGRAM**

**Sec. 18-80.3. Employee Appreciation Bonus Program.**

*(a) Purpose.* The purpose of this division 6 is to establish a bonus program through which eligible city employees receive a one-time bonus of \$600 in appreciation for their dedication and service in 2022, when staffing shortages continued to impact departments and agencies across the city, often at the expense of the city workforce.

*(b) Applicability.*

- (1) Except as provided in paragraph (b)(2) of this section 18-80.3, this division 6 shall apply to all full-time and part-time employees, except:
  - a. on-call employees who have regularly worked less than 30 hours per week within the past twelve (12) calendar months;
  - b. elected and appointed Charter officers as defined in Charter section 9.2.1;
  - c. uniformed members of the Denver Fire Department, Denver Sheriff Department and Denver Police Department, whose pay and benefits are governed by collective bargaining agreements;
  - d. judges and magistrates of the Denver County Court;

- e. board and commission members; and
- f. unpaid volunteers.

(2) This division 6 shall apply to the following employees to the extent authorized by their appointing authorities:

- a. Employees appointed by the mayor pursuant to the authority of Charter section 9.1.1(E)(iv);
- b. Employees appointed by the auditor pursuant to the authority of Charter section 9.1.1(E)(viii);
- c. Employees appointed by the clerk and recorder pursuant to the authority of Charter section 9.1.1(E)(xiv);
- d. Employees of the city council, library commission, civil service commission, and the board of adjustment - zoning;
- e. Employees of the district attorney, clerk and recorder and auditor;
- f. Employees of the Municipal Public Defender's Office;
- g. Employees of the Denver County Court; and
- h. Career service employees of the Denver Health and Hospital Authority and the Denver Zoo.

(c) *Eligibility.* In order to be eligible for the 2022 employee appreciation bonus, an employee must:

- (1) have been continuously employed by the city since September 30, 2022; and
- (2) be employed by the city at the time payment of the 2022 Employee Appreciation Bonus is made.

(d) *Appropriation by Council Required.* Payment of 2022 employee appreciation bonuses under this Division 6 shall be subject to the appropriation of funds for this purpose by City Council.

**BALANCE OF PAGE INTENTIONALLY LEFT BLANK**

1 (e) Administration.


2 (1) Employees who meet the eligibility requirements set forth in subsection (c) shall receive  
3 a one-time bonus payment of six hundred dollars (\$600.00), to be paid no later than  
4 December 30, 2022.

5 (2) The 2022 Employee Appreciation bonus shall be subject to any and all withholdings for  
6 taxes, employee contributions for benefits, and any other similar withholding that may  
7 be required by or authorized by the employee.

8 COMMITTEE APPROVAL DATE: November 29, 2022

9 MAYOR-COUNCIL DATE: December 6, 2022

10 PASSED BY THE COUNCIL: \_\_\_\_\_ December 19, 2022

11  \_\_\_\_\_ - PRESIDENT

12 APPROVED: \_\_\_\_\_ - MAYOR \_\_\_\_\_

13 ATTEST: \_\_\_\_\_ - CLERK AND RECORDER,  
14 EX-OFFICIO CLERK OF THE  
15 CITY AND COUNTY OF DENVER

16 NOTICE PUBLISHED IN THE DAILY JOURNAL \_\_\_\_\_; \_\_\_\_\_

17 PREPARED BY: Karla J. Pierce / Robert A. McDermott DATE: December 8, 2022

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19 Pursuant to section 13-9, D.R.M.C., this proposed ordinance has been reviewed by the Office of the  
20 City Attorney. We find no irregularity as to form, and have no legal objection to the proposed  
21 ordinance. The proposed ordinance is not submitted to the City Council for approval pursuant to §  
22 3.2.6 of the Charter.

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24 Kerry Tipper, Denver City Attorney

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27 BY:  \_\_\_\_\_, Assistant City Attorney DATE: Dec 7, 2022